

SOURCE	<i>Union</i>	
EFF.	01	11 84
TERM.	31	10 87
No. OF EMPLOYEES	27	
NOMERE D'EMPLOYES		

COLLECTIVE AGREEMENT

BETWEEN :

GREY GOOSE BUS LINES LTD.,  
(hereinafter called "the Company"),

OF THE FIRST PART,

- and -

CANADIAN BROTHERHOOD OF RAILWAY,  
TRANSPORT AND GENERAL WORKERS,  
(hereinafter called "the Union"),

OF THE SECOND PART.

Relating to Wages and Working  
Conditions of the employees in  
the following division:

OPERATING DEPARTMENT:

- (a) Maintenance
- (b) Express Clerks

EFFECTIVE: NOVEMBER 1, 1984

EXPIRES: OCTOBER 31, 1987

*M.I.*  
*03738(01)*

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WHEREAS it is the intent and purpose of the Union and the Company to further harmonious industrial relationships between the Company and those employees;

NOW THEREFORE THIS AGREEMENT WITNESSETH that the parties hereto hereby agree as follows:

ARTICLE 1 - DEFINITIONS

- 1.1 "Continuous Operation". The Company's operation is based on a continuous operation and will be governed according to the regulations set out in the Canada Labour Code.
- 1.2 "Day" and "Month" - A day as used in this Agreement shall mean a calendar day of twenty-four (24) hours commencing at midnight and ending at midnight twenty-four (24) hours thereafter.
- 1.3 "Week" as used in this Agreement shall mean a calendar week of seven (7) calendar days commencing at 12:01 A.M. on Sunday and ending at 11:59 P.M. Saturday, seven (7) calendar days thereafter.
- 1.4 "Month" as used in this Agreement shall mean a calendar month.
- 1.5 "Length of Service". Length of service shall mean actual service with the Company. Absence due to layoff or leave without pay exclusive of assigned days off which do not exceed a total of fifteen (15) days while an employee is in a six-month increment period or a total of thirty (30) days while an employee is in a twelve-month increment period will be disregarded in calculating length of service for pay administration only.
- 1.6 "Employee" and "Employees" means any person covered by this Agreement.
- 1.7 Where the male gender is used in the Agreement, it will be understood to include the female gender.
- 1.8 "Rest Day/Don-Work Day" means an employee's scheduled day off.

ARTICLE 2 - RECOGNITION

- 2.1 The Union is hereby recognized by the Company as the sole collective bargaining agent for all of its employees classified as Maintenance and Express Clerks, and the Company hereby consents and agrees to negotiate with the Union or its designated bargaining representatives in any and all matters affecting hours of labour, wages, working conditions, or matters involving the interpretation of this Agreement.
- 2.2 It is not the intent of this Agreement to include matters of management herein and the Company reserves to itself the management, conduct, and control of the operation of the business, including, but not limited to, the determination of the type, kind, make and size of equipment used by it, and when, how and where such equipment shall be used, the prescribing of all rules and regulations necessary for the safe, proper and sound conduct of its business, the number of employees employed by it and their qualifications and other pertinent and related matters, provided that such are not in conflict with the terms of this Agreement. It is further agreed that each employee shall faithfully, honestly and willingly serve the Company to the best of his ability and exercise his best efforts in the promotion of the Company's interest, and shall not engage in other employment allied, or related, in any way to their present employment with the company.
- 2.3 Bulletin Boards. The Union will be allotted space for its general use on all Company bulletin boards.

ARTICLE 3 - UNION SECURITY AND UNION DUES DEDUCTIONS

- 3.1 The Company agrees to deduct Union dues in the amount certified by the Union to be proper, from the pay of each employee, and forward such dues monthly together with a list showing from whom the deductions were made to the National Secretary-Treasurer of the Union. The said deductions shall be made from the mid-month paycheque. Every employee who is now or thereafter becomes a member of the Union, shall maintain his membership as a condition of employment, and every new employee whose employment commences hereafter shall within thirty (30) days after the commencement of his employment, apply for and maintain membership in the Union as a condition of employment.

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**ARTICLE 4 - HIRING OF A NEW EMPLOYEE**

- 4.1 Newly hired employees shall be considered as probationary employees for the first three months of employment. Probationary employees shall not be entitled to grieve with respect to discharge or layoff during the probationary period, but shall be entitled to all other provisions of this Agreement. Should the employee fail to qualify for the classification hired for, the solution will be either termination, or if a suitable opening is available and acceptable to the employee, he may then be moved into another classification.
- 4.2 The Company will, however, reserve the right to hire people providing they are fully satisfied with their qualifications at a rate higher than the probationary wage rate of the classification wage scale appearing in Article 15.

**ARTICLE 5 - RECLASSIFICATION**

- 5.1 It is mutually agreed that a review committee for purpose of reclassification of Tradesmen be established. This Committee shall be comprised of:
- 1 Chairman (V.P. of Operations or his designate).
  - 1 Member from the Company.
  - 1 Member from the union "A" or "B" Mechanics.
- The Committee shall be responsible for the preparation and review of standards in accordance with Article 7.6 for Mechanics and Article 7.3 for Bodymen.
- 5.2 Mechanics or Bodymen in Class "C" shall be given the opportunity to perform the work in all phases of the Company classifications and employees will be expected to live up to established standards.
- 5.3 Mechanics or Bodymen in Class "B" shall be given the opportunity to perform the work in all phases of the Company classifications and employees will be expected to live up to classification standards.
- 5.4 Mechanics or Bodymen who are rated in the Wage Scale Class "C" of Article 15 will progress in the wage scale as outlined therein in accordance with the length of service increments provided, and on reaching the 39 months service rate of pay, shall have the opportunity to take the Trades Test as outlined under Subsection Article 5.1.
- An employee who is rated in the wage scale in Class "C" and is in the progression of his Provincial Auto Mechanics apprenticeship program, may request to take his test under Article 5.1 at any time he achieves Level 2 under the Provincial Auto Mechanic Apprenticeship Program,

5.4 continued.

and if successful, will automatically be placed in Class "B" as provided for under Article 5.6 and the increments will automatically follow thereafter.

An employee who is rated in the Wage Scale in Class "C" and has reached the 39 months of the Class "C" Wage Scale, and passes his test under Article 5.1, will automatically be placed in Class "B" as provided under Article 5.6 and the increments will automatically follow thereafter.

An employee who is rated in the Wage Scale Class "B" or "C" and achieves his Provincial Auto Mechanics Journeyman's Certificate, will automatically be placed at the top wage rate of Class "B", providing he has been an employee of the Company for not less than 15 months and has exercised his opportunity to take the Trades Test and passes such.

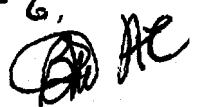
If and when the Provincial Apprenticeship Program relating to bus operation comes into effect, the requirement of this clause with regard to the Provincial Auto Mechanics Apprenticeship Program shall be deemed to refer to the program applicable to bus operation.

Present employees who are qualified in Class A, B, or C, will not be affected by this change of Apprenticeship Program.

5.5 An employee who has successfully completed the Trades Test will be reclassified and will start at the increment wage rate of the classification wage scale at a rate not less than his existing rate of pay and will receive the assigned increases as set out in accordance with the time limits in Article 15.

Nothing in this clause affects the progression beyond Classification "B"

5.6 When a mechanic or bodyman has been unsuccessful in his Trades Test, he shall be informed by the total Committee in an interview where he has fallen short. He may then be given further consideration towards his mechanical knowledge and be given an opportunity to re-write his Trades Test within a two-year period and not earlier than six months from the date of the first test. *SUBJECT TO ARTICLE 6,*



ARTICLE 6 - PROBATIONARY LEARNING PERIOD

6.1 Should the employee not have all of the qualifications or experience but has the potential of meeting the requirements in the available opening, the employee may work in this classification through a trial period in accordance with Article 6.2 upon the Supervisor's recommendation.

- 6.2 The trial period may not exceed a three-month period and within or at the end of three-month period, the employee will be classified in the higher classification or returned to the employee's former position.
- 6.3 The classification will depend upon the employee's progress and recommendation made by his Supervisor. The rate of progression would apply as set out in Article 15.

**ARTICLE 7 - CLASSIFICATIONS**

**Classification "A" :**

**7.1 Body Repair:**

- Full knowledge of framework and body parts.
- Capable of repairing damaged panels.
- Repairing of framework.
- Arc Welding.
- Acetylene Welding.
- Fitting and adjusting of parts and materials pertaining to Bus Equipment, and to supervise other employees in similar work.

**7.2 Mechanic:**

- Full knowledge of all mechanical components.
- Capable of performing all repairs.
- Repairing and adjusting of components pertaining to equipment.

For example:

- |               |                                     |
|---------------|-------------------------------------|
| Motors        | Steering components                 |
| Transmissions | <b>Axle</b>                         |
| Differentials | <b>Air Compressors</b>              |
| Clutches      | <b>Air Conditioning Compressors</b> |
| <b>Brakes</b> |                                     |

- To be able to rebuild and install according to manufacturer's ~~spec~~ classifications, and to supervise other employees in similar work. Also, he should have basic knowledge of electrical components,

**Classification "B" :**

**7.3 Body Repair:**

- Must have general knowledge of all body repair work, both interior and exterior.
- Must be capable of making all necessary repairs, fitting and adjusting with minimum of supervision.

7.4 Mechanic:

- Must have general knowledge of all mechanical components.
- Capable of repairing, assembling and installing components pertaining to bus equipment.
- Capable of operating hoist, and performing complete services on all buses.
- Must have some knowledge of electrical components.
- Must be able to perform above duties with minimum amount of supervision.
- Must have knowledge of detecting defective bearing, and adjusting brakes.
- All workers in this Classification "B" must be capable of being assigned to all different types of jobs in fleet maintenance, as required by Supervisor with a minimum amount of supervision.

Classification "C" :

7.5

Mechanic: / *Boyman*

*AC*  
*[Signature]*

- Must be capable of performing installations.
- Repairs defects, servicing of vehicles, and moving of vehicles without direct supervision.
- Must be able to assist in installation of all major mechanical components.
- Assist in rebuilding of major components.
- Capable of rebuilding accessory components under supervision.

7.6 General Maintenance :

- Must have full knowledge of cleaning, washing and fueling procedures.
- Must have a knowledge of checking coaches for oil, water and tires, and moving of vehicles without direct supervision.

Tire Repairman:

- Must be completely familiar with tire repairs.
- Must have knowledge of making all tire repairs on all types of tires used on our buses.

7.7 General Labour:

This classification includes all employees engaged in labour such as: cleaning, shop cleaning, and help used in fleet areas not designated in other specifications.

*AC*  
*[Signature]*

ARTICLE 8 - SERVICE LETTERS

8.1 Employees who have been in service one (1) year or more and who leave the service will upon request, be promptly furnished a service letter stating the time and character of service while in the employment of the Company.



**ARTICLE 9 - NOTICE OF TERMINATION OF EMPLOYMENT**

- 9.1 An employas who wishes to terminate his employment with the Company shall give the Company at least one week's notice in writing of the date on which his employment is to terminate, or forfeit one (1) week's pay.
- 9.2 In the event of layoff, employees shall be laid off in reverse order of seniority, the junior employee of their classification first, and the Company shall give at least one week's notice to employees who are to be laid off or pay one week's regular wage8 to the said employee.
- 9.3 Employees shall be recalled in the order of their classification seniority where jobs become available, and the Company shall give notice of recall by telephone and confirm by registered mail to the last recorded address of the employee. The employee shall keep the Company advised at all times of his current address and give the Local Chairman a copy of his change of address. The employee shall return to work within seven (7) days from the time he receives notice of recall unless on reasonable grounds he is unable to do so.
- 9.4 The company will supply the Local Chairman with copies of the said layoff notice and recall.

**ARTICLE 10 - SENIORITY**

- 10.1 Employees on probation will not acquire seniority until such time as they are accepted as permanent employees at which time their seniority will date back to the commencement of probation.
- 10.2 Seniority shall date from the time the employee first entered the service of the Company and any Company that has been taken over by the Company shall receive one year's seniority for each four years seniority with the former company for seniority purposes. Maximum years allowed to be four years, providing in either case it is not broken for any of the following reasons:
- (a) Dismissal for just cause.
  - (b) Voluntary' termination.
  - (c) Continuous layoff for a period in excess of twelve (12) months,
  - (d) Failure to report to work after the termination of a leave of absence.
  - (e) Failure to report to work within seven (7) days after being notified to report for work after a layoff.
  - (f) Absence without prior authority.
  - (g) Unless in (d), (e) and (f) above, the employee can give a satisfactory reason for such failure to report for work within the time prescribed.

- 10.3 All seniority rosters in effect the date of this Agreement shall be regarded as correct, indisputable errors excepted. **Any** protest: with respect to seniority rosters must be made within thirty (30) days from date of posting will stand correct, indisputable errors excepted.
- 10.4 Seniority lists of all employees, except general maintenance and general labour according to classification shall be posted on the bulletin board at all times, and a copy of the seniority list will be forwarded to the Union Representative.
- 10.5 Leave of absence may be granted for personal purposes but not for other employment.

**MANITOBA HOSPITAL COMMISSION COVERAGE**

**ARTICLE 11 - AND OTHER PROVINCIAL HOSPITAL COVERAGE**

- 11.1 The Company will pay one-half the cost of Hospital care for employees home based in other provinces.
- 11.2 The Company will pay the cost of United Health Insurance (ambulance and semi-private room) and the cost for employees home based in other provinces.
- 11.3 The Company will pay half the cost of the Medicare coverage for all employees home based in other provinces.

**ARTICLE 12 - GROUP INSURANCE AND PENSION**

- 12.1 Each employee shall be covered by a Group Insurance and Pension Plan, on completion of his probationary period as follows:

Employees Group Benefits and Pension Plan

- (a) Group Life - payable for death by any cause.
- (b) Accidental Death and Dismemberment - 24 hour coverage - payable on death caused by accident, either at or away from work.

<u>Effective July 1, 1983</u>	<u>Life Insurance</u>	<u>Accidental Death &amp; Dismemberment</u>
All employees	\$ 17,000.00	\$ 17,000.00

*AK*  
*Effective March 1/86*  
*[Signature]*

Accident and dismemberment benefits payable as per table in employee's policy. The Company will pay 100% of the premiums of the Life Insurance and the Accidental Death and Dismemberment.

12.1 continued

- (c) The present coverage for Weekly Sickness Indemnity Benefit payable at two-thirds (2/3) of the employee's weekly rate of pay up to a maximum of \$250.00 per week for either sickness or injury not compensable by Workmen Compensation laws of the Province, payable from the first day of accident or hospitalization and from the third day of sickness payable for 15 weeks, shall remain in effect until October 31, 1985; and the premiums will remain to be paid at 50% by the employee and 50% by the company.

Effective November 1, 1985, Weekly Sickness Indemnity Benefit payable at two-thirds (2/3) of the employee's weekly rate of pay up to a maximum of \$275.00 per week for either sickness or injury not compensable by Workmen Compensation laws of the Province, payable from the first day of accident or hospitalization and from the third day of sickness payable for fifteen (15) weeks. The premiums to be paid by the employee shall be \$8.75 per month for this coverage for the duration of the Agreement.

- 12.2 Group Pension Plan - The Plan provides a minimum guarantee at 7½% interest. Each employee will contribute 2½% of his salary, with the Company matching these contributions in cash.

Vesting provisions for the Pension Plan:

- (a) The vesting provision will be 20% of the Company's portion at the end of the 5th year; 20% of the Company's portion at the end of the 6th year; 20% of the Company's portion at the end of the 8th year; and 20% of the Company's portion at the end of the 9th year.
- (b) In the event of a death, both the employees and the employer's contribution plus all accrued interest, vest immediately and fully to the beneficiary.
- (c) For the employees who do not qualify because of age under Sub-section 'A' at retirement, i.e., age 65, all monies both employees and employers, and all accrued interest vest immediately and unconditionally with the employee, unless the employee decides to continue working, in which case the money will vest at his actual retirement age.

- 12.3 For additional information, refer to your Employee Group Insurance Booklet and Pension Plan Booklet. The Company will provide United Health Insurance Plan (Ambulance and Semi-Private Room) and the premiums for the Plan shall be paid 100% by the Company.

12.4 (a) Dental Service Plan - Effective November 1, 1978, the Company shall provide a Dental Service Plan to cover each married employee and his dependents, and single employees for Dental **Services**. The Dental Plan will provide no less benefit than the Manitoba Blue Cross Dental Service Plan "B", and Dental Service Plan "C" with the coverage at 100% of Plan "B" and 50% of Plan "C". Coverage for both Plans will be based on the prevailing Dental Association fee schedule. The employee's portion of the monthly premiums for the Dental Plan will be a maximum of \$10.00 per month for a married employee and his dependents; and \$4.00 per month maximum for single employees.

(b) Effective November 1, 1986, the coverage will be \$750.00/annum (year) for each individual employee and individual dependent as defined in 12.4 (a) of this Agreement; and effective November 1, 1986, the premiums will be shared on the basis of the Company paying 75%, and the employee paying 25% per month. Coverage for both Plans will be based on the prevailing Dental Association fee schedule.

12.5 The Company shall provide all of the necessary application forms for the employees for the above-named Plans, and it shall be the Company's responsibility to administer and see to it that the forms for the above-named Plans are properly completed by the employee and processed with all of the carriers involved.

#### ARTICLE 13 - ANNUAL VACATIONS

13.1 All matters concerning annual vacations shall be governed by the Canada Labour (Standards) Code with the following variations. All employees shall be entitled to the following vacations with pay.

13.2 All employees will submit their choice for vacation dates in the month of April, and the Company will post the allotted vacation dates by the end of April. Should an employee not submit a date, the vacation dates for such employee will be made by the Company. An employee requesting vacation in the months of January, February or March, will be allowed their vacations during that time in accordance with the provisions of the Collective Agreement.

13.3 An employee, on completion of one (1) year of employment with the Company, shall be entitled to two (2) weeks vacation, and shall receive as vacation pay an amount equivalent to 4% of such employee's gross earnings in the previous year.

13.4 Effective November 1, 1983, an employee on completing four (4) years of employment with the Company shall be entitled to three (3) weeks vacation, and shall receive as vacation pay an amount equivalent to 6% of such employee's gross earnings in the previous year.

13.5 Effective November 1, 1982, an employee on completing fourteen (14) years of employment shall be entitled to four (4) weeks vacation, and shall receive as vacation pay an amount equivalent to 8% of such employee's gross earnings in the previous year.

- 13.6 Effective November 1, 1983, an employee on completing nineteen (19) years of employment with the Company, shall be entitled to five (5) weeks vacation and shall receive as vacation pay an amount equivalent to 10% of such employee's gross earnings in the previous year.
- 13.7 Where one or more General Holidays occur during a vacation granted to an employee pursuant to this Agreement, the employer shall pay to the employee in addition to the vacation pay, the wages to which the employee is entitled for those General Holidays.
- 13.8 During the vacation year, an employee who becomes entitled to additional vacation as provided for herein, shall be allotted the additional week vacation at a time suitable to him and the Company. This mutual arrangement will not conflict with the choices of other employee's vacation dates. The vacation pay for such additional weeks vacation will be in accordance with the above entitlement under the service years.
- 13.9 An employee in his first year of employment, and qualifying for two (2) weeks vacation with pay, shall be paid 4% of his gross earnings of his first twelve (12) months of employment. Thereafter, vacation pay will be determined from the gross earnings shown on the employee's income tax T-4 slip.
- 13.10 An employee who ceases employment for any reason, at a time when an unused period of vacation with pay stands to his credit, shall be paid such vacation pay on his gross earnings computed by the percentage he is entitled to in accordance with his service years.

EXAMPLE :

Years of Service for vacation purposes.  
Use your own anniversary date.

June 1/79	Commenced work	
June 1/80		1 yrs. service = 2 weeks vacation @ 4%
June 1/81		2 yrs. service = 2 weeks vacation @ 4%
June 1/82		3 yrs. service = 2 weeks vacation @ 4%
June 1/83	(Eff. Nov. 1/83 to 6%)	4 yrs. service = 2 weeks vacation @ 4%
June 1/84	(Eff. Nov. 1/83-4 yrs)	5 yrs. service = 3 weeks vacation @ 6%
June 1/85		6 yrs. service = 3 weeks vacation @ 6%
June 1/86		7 yrs. service = 3 weeks vacation @ 6%
June 1/87		8 yrs. service = 3 weeks vacation @ 6%
June 1/88		9 yrs. service = 3 weeks vacation @ 6%
June 1/89		10 yrs. service = 3 weeks vacation @ 6%
June 1/90		11 yrs. service = 3 weeks vacation @ 6%
June 1/91		12 yrs. service = 3 weeks vacation @ 6%
June 1/92		13 yrs. service = 3 weeks vacation @ 6%
June 1/93	(Eff. Nov. 1/82)	14 yrs. service = 4 weeks vacation @ 8%
June 1/94		15 yrs. service = 4 weeks vacation @ 8%
June 1/95		16 yrs. service = 4 weeks vacation @ 8%
June 1/96		17 yrs. service = 4 weeks vacation @ 8%
June 1/97		18 yrs. service = 4 weeks vacation @ 8%
June 1/98	(Eff. Nov. 1/83 to 10%)	19 yrs. service = 4 weeks vacation @ 8%
June 1/99	(Eff. Nov. 1/83-19 Yrs.)	20 yrs. service = 5 weeks vacation @ 10%
June 1/2000		21 yrs. service = 5 weeks vacation @ 10%

**ARTICLE 14 - GENERAL HOLIDAYS**

- 14.1 "General Holiday" means New Years Day, **Good Friday**, Victoria Day, Dominion Day, Labour Day, Thanksgiving Day, Remembrance Day, Christmas Day and Boxing Day.
- 14.2 Subject to Article 14.3, when a general holiday falls on a day that is an employee's scheduled day off, his work day (immediately preceding the general holiday, or his work day immediately after the general holiday, will be observed as the general holiday. Such employee, if not required to work, will be scheduled to take the day off with eight hours pay at his regular rate of pay.
- 14.3 Article 14.2 does not apply to an employee who is not entitled to wages for at least fifteen (15) days during the thirty (30) calendar days immediately preceding the general holiday or who did not report for work on the general holiday after having been scheduled. The company will give two days notice to those employees prior to the general holiday who would be scheduled to work on that day, or who is in his first thirty days of employment with the Company.
- 14.4 An employee who is requested to work on a general holiday shall be paid only his regular rate of pay for those hours, however, his 80 hours guaranteed pay period will be reduced by eight (8) hours to 72 hours, and all hours exceeding 72 hours shall be paid at time and one-half his regular rate of pay plus the eight (8) hours general holiday pay.
- 14.5 Employees not required to work on a general holiday shall receive the regular pay for eight (8) hours.

**ARTICLE 15 - WAGE SCALE**

15.1 Wage rates will be as follows:

<u>CLASSIFICATION</u>	<u>LENGTH OF SERVICE</u>				
	<u>3 Mos. Probation</u>	<u>4 - 9 Months</u>	<u>10 - 15 Months</u>	<u>16 - 21 Months</u>	<u>22 - 27 Months</u>
<u>Class "A" Mechanic</u>					
<u>Class A Body</u>					
NOV. 1/84	10.50	11.05	11.20	11.35	11.65
Nov. 1/85	10.75	11.30	11.45	11.60	11.95
May 1/86	10.90	11.45	11.60	11.75	12.05
Nov. 1/86	10.90	11.75	11.90	12.05	12.35
May 1/87	10.90	11.85	12.00	12.15	12.45

15.1 continued

<u>CLASSIFICATION</u>	<u>LENGTH OF SERVICE</u>				
	<u>3 Mos. Probation</u>	<u>4 - 9 Months</u>	<u>10 - 15 Months</u>	<u>16 - 21 Months</u>	<u>22 - 27 Months</u>
<u>Class "B" Mechanic</u>					
<u>Class B Body</u>					
Nov. 1/84	9.20	10.15	10.40	10.60	10.95
Nov. 1/85	9.45	10.40	10.65	10.85	11.25
May 1/06	9.60	10.55	10.80	11.00	11.35
Nov. 1/86	9.60	10.85	11.10	11.30	11.65
May 1/87	9.60	10.95	11.20	11.40	11.75
	<u>3 Mos. Probation</u>	<u>4 - 12 Months</u>	<u>13 - 21 Months</u>	<u>22 - 27 Months</u>	<u>28 - 39 Months</u>
<u>Class "C" Mechanic</u>					
<u>Class C Body/</u>					
<u>Apprentice</u>					
Nov. 1/84	7.80	8.45	9.00	9.60	10.05
Nov. 1/85	7.80	8.45	9.00	9.60	10.35
May 1/86	7.80	8.45	9.00	9.60	10.45
Nov. 1/86	7.80	8.45	9.00	9.60	10.75
May 1/07	7.80	8.45	9.00	9.60	10.85
<u>General Maintenance</u>					
Nov. 1/84	6.50	6.80	7.35	7.75	8.00
Nov. 1/85	6.50	6.80	7.35	7.75	8.20
May 1/86	6.50	6.80	7.35	7.75	8.25
Nov. 1/86	6.50	6.80	7.35	7.75	8.45
May 1/87	6.50	6.80	7.35	7.75	8.50
<u>General Labourer</u>					
Nov. 1/84	6.00	6.50	6.75	7.25	7.45
Nov. 1/85	6.00	6.50	6.75	7.25	7.65
May 1/86.	6.00	6.50	6.75	7.25	7.70
Nov. 1/86	6.00	6.50	6.75	7.25	7.90
May 1/87	6.00	6.50	6.75	7.25	7.95
<u>Express Clerks</u>					
Nov. 1/84	6.50	7.00	8.00	8.65	9.15
Nov. 1/85	6.50	7.00	8.00	8.65	9.35
May 1/86	6.50	7.00	8.00	8.65	9.40
Nov. 1/86	6.50	7.00	8.00	8.65	9.60
May 1/87	6.50	7.00	8.00	8.65	9.65

15.1 continued

wage Scale "Special":

The Company will write to the Union a Letter of Commitment on or before July 1, 1985, outlining that every full-time employee will receive One Hundred (\$100.00) Dollars in total.

15.2 The Company will pay twenty-five (25¢) cents per hour premium to each employee who has over three (3) years of service with the company.

15.3 Overtime and Hours of Work:

- (1) The regular work week shall be five (5) work days in the seven-day week based on eight (8) consecutive hours per day, exclusive of the meal period.
- (2) The principle of averaging the hours of work over a two-week period will be allowed with 80 hours 'guaranteed pay in the two-week period,
- (3) All hours worked in excess of 80 hours in a two-week period will be paid at time and one-half the employee's regular rate of pay.
- (4) The 80 hours allowed in the two-week averaging period will be reduced by eight (8) hours when a General Holiday falls within the two-week period for the purpose of computing overtime payments.
- (5) An employee required to work on his regular day off, shall be paid at time and one-half his regular rate of pay with a minimum call-in of two hours.
- (6) Effective on the month following ratification, regular employees assigned on scheduled shifts ending at 12 Midnight and not earlier than 9:00 P.M., shall be paid a shift premium of 40¢ per hour for those hours worked after 5:00 P.M.
- (7) The work schedule showing the hours of work and days off for all employees shall be posted by the Company not less than two weeks in advance of the coming into effect of the posted schedule, and each work-week's schedule shall be of a minimum of two weeks and the maximum of four weeks duration.



15.4 Road Calls:

- (1) Employees required for road calls or work in any other area other than the employee's normal place of work, shall be paid his regular hourly rate of pay, and the employee will be paid for all necessary expenses for meals, lodgings and travelling expenses.
- (2) The on-the-job hours will be included in the pay period for the purpose of overtime payment.
- (3) Cushioning to and from the Road Call shall be paid as follows:

Effective the first day of the month	
following ratification:	- 13¢ per mile
November '1, 1983	- 14¢ per mile
May 1, 1984	- 15¢ per mile
- (4) The portion of cushioning time outside the employee's eight-hour shift will not be used in computing overtime payment.
- (5) Flying time within the employee's eight-hour shift will be paid as on-the-job hours and used for the purpose of computing overtime.
- (6) Flying time outside the employee's eight-hour shift will be paid at the employee's regular rate of pay, and will not be used for the purpose of computing overtime.
- (7) All the time for employees required to drive to and from road calls will be paid at the employee's regular rate of pay and used for the purpose of computing overtime payment.
- (8) The time shall be counted from departure of the Burnell Street Garage to the return to the Burnell Street Garage.
- (9) An employee following a road call may lay-over at his option for a maximum of eight hours before commencing his regular shift.

15.5 Clean-Up Period:

Five (5) minutes will be allowed prior to end of work shift. This period allotted for cleaning of work area and tools only.

15.6 cost of Living Adjustment:

The **wage** rates outlined in Article 15.1 shall be adjusted upward on **May 1, 1986**, and **May 1, 1987**, based on the percentage increase in the Consumer Price Index as released by Statistics Canada as follows:

- (a) The first adjustment of **75%** of any increase in the Cost of Living in excess of 10% and not more than 13% shall be applied on the wage rates as shown in Article 15.1 on **May 1, 1986**. The percentage amount of the twelve-month period shall be determined from the April, **1985**, Consumer Price Index 1981 base of 126.2.
- (b) The second adjustment of 75% of any amount in excess of 10% and not more than 13%, shall be applied on the adjusted wage rate on **May 1, 1987**. The percentage amount of the twelve-month period shall be determined from the April 1986 Consumer Price Index 1981 base.
- (c) The COLA Clause outlined above shall have a corresponding cap of **13%** and **13%** with a maximum value of 2%,  
(a) (b)

15.7 Bereavement Leave:

Effective **November 1, 1978**, upon death of an employee's spouse, child, parent, father-in-law, mother-in-law, sister or brother, the employee shall be granted three (3) work days bereavement leave without loss of pay, in accordance with the regulations of the **Canada** Labour code. The pay shall be the amount the employee would earn for the three (3) days.

ARTICLE 16 - SMOCKS AND COVERALLS

- 16.1 The Company will supply smocks or coveralls free of charge to employees classified as Mechanics and employees in the wash wracks. Other employees may be issued coveralls and smocks at the Company's option.
- 16.2 Effective November 1, 1984, the Company will pay a yearly boot allowance and tool insurance allowance of \$160.00 to each employee under the Classifications - Mechanics and Bodymen, "A", "B" and "C".

ARTICLE 17 - COFFEE AND LUNCH BREAKS

- 17.1 The Company will allow two, ten-minute coffee breaks, and a thirty minute lunch break for each employee during every work shift. A work shift is considered to be eight (8) hours.

ARTICLE 18 - SUPERVISOR POSTING

- 18.1 The Company shall immediately post on the bulletin board when a new Supervisor **is** put in charge of any Department, or a transfer **is made from** one Department to another.

ARTICLE 19 - DISMISSAL AND REPRIMANDS

- 19.1 No **employees**, except employees on probation, as provided for in Article 4 hereof, shall be **dismissed** without first having a fair and **impartial** hearing by his Supervising Officer, providing that the employee **desires** such hearing, and requests **same** in writing.

In emergency **cases**, in which the Company Officials believe that the safety of the public is endangered or in the case of mishandling of revenue, dismissal **is** permissible pending a hearing.

- 19.2 Except to the extent reasonably necessary for the **good** conduct of **business**, no employee is to **be** reprimanded in **the** presence of other employees. For **the** application of this Article, the employees will not contradict the Company in the presence of other employees.

ARTICLE 20 - GRIEVANCE PROCEDURE AND ARBITRATION

- 20.1 The grievance procedure shall apply to matters covered by this Agreement or **any** Supplementary Agreement.

- 20.2 Neither party of this Agreement shall cause a suspension of work because of a dispute or grievance until an earnest effort has been made to settle such a dispute or grievance in accordance with the following procedure :-

Step 1: In **the** event of any grievance arising, **the** employee or **employees** concerned within ~~seven~~ (7) working days with the Local Chairman or Local Officer, will present the grievance in writing to the Company Officer concerned, who shall endeavour to settle the **grievance** and render a decision in writing within seven (7) working **days** of being notified **of** the grievance.

Step 2: In **the** event that the proper Company Officer does not give a satisfactory decision to **the** Union, the grievance shall **be referred** to **the** Representative of the Union within seven (7) working days, who shall refer the grievance in writing to the General Manager of **the** Company. The General Manager shall render his decision to the Representative of **the** Union in writing within seven (7) working days of **being** notified of the grievance.

For the purpose of time limits for outside employees not stationed at the Burnell Street Garage, the time limits shall **be** fourteen (14) calendar days.

20.3 In the event that the General Manager ~~or~~ his delegate does not give a decision satisfactory to the Union, ~~or~~ does not render a decision within the seven (7) working days prescribed above, the Union shall notify the Board of Directors, and if so requested, shall meet the Union to discuss the grievance and shall render, its decision in writing within the seven (7) days of receiving written notification of the grievance.

20.4 Failing satisfactory settlement in Steps 1 and 2, the time limits of the grievance procedure and arbitration article may be mutually extended, providing that a request is made in writing by either party, to allow the Union Representative and the General Manager or his representative to further discuss the grievance before applying for arbitration.

20.5 In the event a dispute between the parties, which cannot be settled under the above procedure as to the application, interpretation or administration of this Agreement, the disciplining of employees or any other matter affecting the welfare of the employees, including any question as to whether a matter is arbitrable or whether an allegation is made that the Agreement has been violated, there shall be no work stoppage or lockout because of such difference or allegation, but either party may, after exhausting the above procedure, notify the other party in writing of its desire to submit such dispute to final and binding arbitration within fifteen (15) days of receipt of the decision of the Board of Directors. Such notice shall contain the name of the party's appointee to an Arbitration Board, The party receiving such notice shall within five (5) days notify the other party of the name of its appointee to such Arbitration Board, The two appointees so selected shall within five (5) days meet and name the third member or Chairman of the Board. In the event the recipient of the notice fails to appoint its arbitrator, or if the two appointees fail to agree upon the Chairman within the time limit, the appointment shall be made by the Minister of Labour for the Province of Manitoba.

Following the appointment of the Chairman, the Board shall notify the parties of the time and place of the hearing of the dispute which shall be held within ten (10) days of the appointment of the Chairman. The Arbitration Board shall hear all relevant facts pertaining to the dispute and shall render its decision within ten (10) days of the completion of the hearing. The decision of the majority shall be the decision of the Arbitration Board, and such decision shall be final and binding upon the parties.

20.5 continued.

In the event the dispute involved the dismissal or suspension of an employee, and the employee is judged to have been unfairly treated, he shall be reinstated in his original position with the Company, and shall be reimbursed for such lost time as determined by the Board. Each party shall bear the expenses of its own arbitrator and the expenses of the Chairman shall be equally borne by the parties hereto. Any of the time limits mentioned in this Article may be extended by mutual consent of both parties.

20.6 In the event of the absence of the authorized agent or agents of the Company at any step, it shall be permissible to immediately proceed with the next higher step of the foregoing procedure.

20.7 After receiving the Company's answer at any step in this procedure, if the Union has not given notice of intention to advance the grievance to the next step within ten (10) working days, the matter shall be deemed to be settled on the basis of the Company's reply.

20.8 The Union shall promptly notify the Company of the personnel of its Grievance Committee and of any changes in personnel, and the Company shall notify the Union of the names of the Officials of the Company referred to herein.

20.9 In the discussion of grievance with representatives of the Company, the Grievance Committee may at any time be accompanied by a representative of the Union.

20.10 As far as practicable, all grievances will be dealt with during regular working hours without loss of earnings.

#### ARTICLE 21 - DURATION OF AGREEMENT

21.1 This Agreement shall be effective from November 1, 1984, and remain in effect until October 31, 1987, and thereafter until revised or superseded by a new Agreement. It is further agreed

21.1 continued.

by the parties that it shall be automatically renewed for a similar period and so on, upon failure of one of the parties to give a written notice to the other party within a period which shall not be more than ninety (90) days or less than thirty (30) days prior to the expiration of the Collective Agreement.

DATED, at Winnipeg, in Manitoba, this 4th day of November, 1985.

FOR: GREY GOOSE BUS LINES LTD. <sup>(Manitoba)</sup>

FOR: CANADIAN BROTHERHOOD OF RAILWAY, TRANSPORT AND GENERAL WORKERS

B. M. Thiessen  
B. M. Thiessen, President

R. M. Cerilli  
A. Cerilli, Representative

A. Giesbrecht per [Signature]  
A. Giesbrecht, Vice President, Operations

R. Dayman  
R. Dayman, Local Chairman  
A. Gaffney

[Signature]  
David Rych, Superintendent of Maintenance

PENSION

DESCRIPTION OF THE PLAN

EFFECTIVE DATE :

The effective date of the Plan was April 1, 1974.

ELIGIBILITY :

All full-time regular employees and bus drivers employed on the effective date were eligible to join the Plan at that time. After the effective date, all full-time regular employees and bus drivers are eligible to join the Plan once they have attained age 18 and have completed three months of continuous service for regular employees and six months of continuous service for bus drivers.

To join the Plan it is necessary to sign an enrollment card.

RETIREMENT DATE:

Your normal retirement date will be the first day of the month coinciding with or next following your 65th birthday. You may retire at any time within the ten year period preceding your normal retirement date of any time following your normal retirement date but not later than your 70th birthday.

BASIC CONTRIBUTIONS:

You will contribute 2% of your regular earnings by payroll deduction and the Company will contribute a matching amount to the Plan on your behalf.

All contributions to the Plan will cease at your normal retirement date.

Since your contributions to the Plan are tax deductible, your income tax will be reduced while you are a member of the Plan.

ADDITIONAL VOLUNTARY CONTRIBUTIONS :

You may contribute in excess of your basic required contributions by payroll deduction but not more than the maximum amount allowed as a tax deduction under the terms of the Income Tax Act.

INTEREST :

Your contributions and those of the Company paid on your behalf will be credited to an account established in your name. Interest will be credited to your account at a minimum guarantee at 7 1/2% interest.

AMOUNT OF PENSION PAYMENT:

The amount of your monthly pension at retirement will be the amount which your account will purchase when applied to purchase an annuity on the date you retire.

**FORM OF PENSION PAYMENT:**

Normally your pension will be payable monthly commencing on your normal retirement date and continuing for your lifetime. However, should you die before 120 monthly payments have been received, the payments will be continued to your beneficiary until 120 monthly payments in all have been made.

You may elect an optional form of payment at your retirement date involving a guaranteed period of longer or shorter than 120 months or a pension payable for the lifetime of you and your spouse or any other form of pension permitted by the Income Tax Act.

**Example :**

The following table illustrates the monthly contributions, accumulated contributions, and pension at retirement for an employee earning \$10,000 per year. For illustrative purposes current group annuity purchase rates in effect at the time that this booklet was printed were used for converting the account into pension at retirement. The table shows the normal form of pension guaranteed for 120 months and it assumes a male employee. The pension would be slightly reduced for a female employee since purchase rates are higher for females, reflecting the longer expected lifetime after retirement for females.

Age	Monthly Contributions		Total Contributions to age 65		Total Contributions Accumulated with Interest @ 7½% to age 65	Projected Monthly Pension at age 65
	Employee	Employer	Employee	Employer		
35	\$ 20.83	\$ 20.83	\$ 7,500	\$ 7,500	\$ 53,454	\$ 541
45	20.83	20.83	5,000	5,000	22,387	226
55	20.83	20.83	2,500	2,500	7,313	73

**BENEFIT ON TERMINATION OF SERVICE:**

If you leave the service of the Company before completing 10 years of service and attaining age 45, you may elect to receive either:

1. A cash payment of your own contributions accumulated with interest plus the vested portion of the Company contributions accumulated with interest, or
2. A pension payable at retirement which can be purchased by your own contributions accumulated with interest plus the vested portion of the Company contributions accumulated with interest. The percentage used in this calculation will be determined from the following table based on completed years of service.

Completed Years of Service	Vested Portion of Company Contributions
Less than 5	nil
5	50%
6	60%
7	70%
8	80%
9	90%
10	100%



If you leave the service of the Company after attaining your 45th birthday and completing 10 years of service, provincial pension laws require that you receive a pension at retirement which can be provided by the accumulation of your contributions and the contributions of the Company paid on your behalf. Provincial pension laws do permit the election of a cash payment in lieu of a portion of this pension up to a maximum cash payment of:

1. 25% of your basic contributions accumulated with interest; and
2. 25% of the Company contributions accumulated with interest; and
3. 100% of the accumulated value of any additional contributions you may have made to the Plan.

This Provincial pension law applies only to contributions made after January 1, 1967, in Alberta, after January 1, 1969, in Saskatchewan, and after July 1, 1976, in Manitoba.

Upon termination of service, if you elect or become entitled to a pension benefit payable at retirement, you will be provided with a written statement describing your benefit.

**DEATH BENEFIT:**

If you die before pension payments commence, your beneficiary will receive your own contributions plus the Company contributions accumulated with interest.

**ANNUAL STATEMENTS :**

Shortly after the end of each calendar year you will be provided with a statement which will show the amount of your contributions and the Company contributions credited to your account during the previous year, the interest earned on your account during the previous year, and the accumulated amount with interest of your contributions and the Company's contributions to the end of the previous year.

In addition, the Manitoba Pension Benefits Act requires that each employee be provided within nine months of the end of each plan year, with an annual statement showing the total of all employee contributions made to the Plan in the Last plan year and the corresponding total employer contributions.

**PENSION PLAN DOCUMENTS:**

This booklet provides a brief summary of the more important provisions of the Pension Plan. If any of the provisions of the Plan are amended this booklet will be updated promptly. The following official documents shall be available for inspection or extracts from the plan administrator or at the offices of the Manitoba Pension Commission:

1. the pension plan document and all amendments;
2. the annual information return;
3. an abstract of the latest actuarial valuation, which provides information such as the pension fund actuarial surplus or actuarial deficit, if any;
4. the latest financial statements.

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*Extended + Amended!*

SOURCE	<i>Union</i>		
EFF.	01	11	82
TERM.	31	10	84
NO. OF EMPLOYEES	27 -		

MEMORANDUM OF AGREEMENT OF ALL MATTERS IN DISPUTE BETWEEN GREY GOOSE BUS LINES AND THE CANADIAN BROTHERHOOD OF RAILWAY, TRANSPORT AND GENERAL WORKERS RELATING TO WAGES AND WORKING CONDITIONS AMENDING THE PRESENT COLLECTIVE AGREEMENT COVERING MAINTENANCE AND EXPRESS CLERKS.

IT IS AGREED THAT THE PRESENT COLLECTIVE AGREEMENT BETWEEN THE PARTIES EFFECTIVE NOVEMBER 1, 1979 WILL CONTINUE IN EFFECT FROM NOVEMBER 1, 1982 UNTIL OCTOBER 31, 1984, AND IS SUBJECT TO THE FOLLOWING MANGES:

1. Article 5 - Reclassification, Sub Article 5.1:- will be amended to show 1 Member from the Union from the A or B Mechanics classification.

2. Article 7 - Classification - Sub Article 5.1:- will be replaced as follows :-

"Tire Repair Man:

- must be completely familiar with tire repairs
- must have knowledge of making all tire repairs on all types of tires used on buses".

<b>CBRT &amp; GW</b>	
EFFECTIVE:	<i>Nov. 1/82</i>
TERMINATES:	<i>Oct. 1/84</i>
No. OF EMPLOYEES:	27

3. Article 11 - The heading of this article will now read: "Manitoba Hospital Commission Coverage and other Provincial Hospital Coverage".

*MONTH FOLLOWING RATIFICATION*  
Sub Article 11.2 will be amended to read as follows:-

The Company will pay the cost of United Health Insurance (ambulance and semi private room) and the cost for employees home based in other Provinces".

4. Article 12 - Group Insurance and Pension - Sub Article 12.1  
A) and B) - effective July 1, 1983 the Life Insurance Coverage will be \$17,000.00 and the Accidental Death and Dismemberment will be \$17,000.00.

Sub Article 12.1(c) will be amended as follows:

"Upon ratification Weekly Sickness Indemnity Benefit payable at two-thirds (2/3) of the employee's weekly rate of pay up to a maximum of \$250.00 per week for either sickness or injury not compensable by Workmens Compensation laws of the Province; the Sickness Indemnity Benefits shall be payable

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from the first day of accident or hospitalization and from the third day of sickness payable for fifteen (15) weeks,"

Further amend by including the following paragraph:-

"For the duration of this Collective Agreement, the premiums for the Weekly Sickness Indemnity Benefit Plan will be shared 50% by the employee and 50% by the Company based on the premium in effect at the signing of this Collective Agreement".

Sub Article 12.2 will appear beside the title "Group Pension Plan".

*MONTH FOLLOWING RATIFICATION*  
Sub Article 12.2(d) will be amended by inserting Sub Article 12.3 beside the paragraph which will read as follows:-

"The Company will provide ~~United~~ Health Insurance Plan (ambulance and semi private room) and 100% of the premium for the Plan, shall be paid by the Company.

Sub Article 12.4 will appear beside the paragraph which deals with the Dental Plan and will be amended to read:-

"The Employee's portion of the monthly premiums for the Dental Plan will be a maximum of \$10.00 per month for a married employee and his dependents; single employee \$4.00 per month maximum; effective the month following ratification.

Sub Article 12.5 will appear beside the paragraph numbered 12.2(f).

5. Article 13 - Annual Vacations - Sub Article 13.2 will be amended with the following paragraph:-

"An employee who requests vacation in the months of January, February and March will be allowed their vacations during that time in accordance with the provisions of the Collective Agreement".

Sub Article 13.4 will be amended to read as follows:-

"Effective November 1, 1983 an employee on completing 4 years of employment with the Company shall be entitled to 3 weeks vacation and shall receive as vacation pay an amount equivalent to 6% of such employee's gross earnings in the previous year."

Sub Article 13.5 will be amended to read as follows:

"Effective November 1, 1982 an employee on completing 14 years of employment shall be entitled to 4 weeks vacation and shall receive a5 vacation pay an amount equivalent to 8% of such employee's gross earnings in the previous year".

Sub Article 13.6 will be amended to read as follows:-

"Effective November 1, 1983 an employee on completing 19 years of employment with the Company shall be entitled to 5 weeks vacation and shall receive as vacation pay an amount equivalent to 10% of such employee's gross earnings in the previous year."

Further amend Article 13, example under Sub Article 13.10:-

Years of Service for vacation purposes. Use your own anniversary date.

June 1'79	Commenced work	.
June 1'80	1 yr. service = 2 weeks vacation @ 4%	
June 1'81	2 yrs. service = 2 weeks vacation @ 4%	
June 1'82	3 yrs. service = 2 weeks vacation @ 4%	
June 1'83	4 yrs. service = 2 weeks vacation @ 4%	(effective Nov. 1'83 to 6%)
June 1'84	5 yrs. service = 3 weeks vacation @ 6%	(Effective Nov. 1'83, replace 5 yrs. to 4 yrs.)
June 1'85	6 yrs. service = 3 weeks vacation @ 6%	
June 1'86	7 yrs. service = 3 weeks vacation @ 6%	
June 1'87	8 yrs. service = 3 weeks vacation @ 6%	
June 1'88	9 yrs. service = 3 weeks vacation @ 6%	
June 1'89	10 yrs. service = 3 weeks vacation @ 6%	
June 1'90	11 yrs. service = 3 weeks vacation @ 6%	
June 1'91	12 yrs. service = 3 weeks vacation @ 6%	
June 1'92	13 yrs. service = 3 weeks vacation @ 6%	
June 1'93	14 yrs. service = 4 weeks vacation @ 8%	(effective Nov. 1'82).
June 1'94	15 yrs. service = 4 weeks vacation @ 8%	
June 1'95	16 yrs. service = 4 weeks vacation @ 8%	
June 1'96	17 yrs. service = 4 weeks vacation @ 8%	
June 1'97	18 yrs. service = 4 weeks vacation @ 8%	
June 1'98	19 yrs. service = 5 weeks vacation @ 10%	(effective Nov. 1'83)
June 1'99	20 yrs. service = 5 weeks vacation @ 10%	
June 1, 2000	21 yrs. service = 5 weeks vacation @ 10%	

6. Article 15 - Wage Scale - Replace Sub Article 15.1 with the following:-

<u>CLASSIFICATION</u>	<u>LENGTH OF SERVICE:</u>				
	<u>3 MOS. PROBATION</u>	<u>4 - 9 MONTHS</u>	<u>10 - 15 MONTHS</u>	<u>16 - 21 MONTHS</u>	<u>22 - 27 MONTHS</u>
<u>Class 'A' Mechanic</u>					
<u>Class A body</u>					
November 1/82	9.70	10.20	10.35	10.50	10.80
May 1/83	10.00	10.50	10.65	10.80	11.10
November 1/83	10.30	10.80	10.95	11.10	11.40
May 1/84	10.50	11.05	11.20	11.35	11.65
<u>Class 'B' Mechanic</u>					
<u>Class 'B' Body</u>					
November 1/82	8.60	9.30	9.50	9.70	10.10
May 1/83	8.80	9.60	9.80	10.00	10.40
November 1/83	9.00	9.90	10.15	10.35	10.70
May 1/84	9.20	10.15	10.40	10.60	10.95
<u>Class 'C' Mechanic</u>					
<u>Apprentice</u>					
<u>Class 'C' Body</u>					
November 1/82	7.80	8.25	8.60	8.85	9.25
May 1/83	8.00	8.45	8.80	9.10	9.55
November 1/83	8.20	8.65	9.00	9.35	9.80
May 1/84	8.40	8.90	9.25	9.60	10.05
<u>General Maintenance</u>					
November 1/82	6.50	6.70	6.90	7.10	7.35
May 1/83	6.60	6.80	7.15	7.35	7.60
November 1/83	6.70	7.00	7.35	7.55	7.80
May 1/84	6.80	7.25	7.55	7.75	8.00
<u>General Labourer</u>					
November 1/82	6.35	6.50	6.60	6.70	6.90
May 1/83	6.45	6.60	6.75	6.90	7.10
November 1/83	6.50	6.70	6.95	7.10	7.30
May 1/84	6.60	6.80	7.10	7.25	7.45
<u>Express Clerks</u>					
November 1/82	6.75	7.05	7.70	7.90	8.40
May 1/83	6.85	7.35	8.00	8.20	8.70
November 1/83	6.95	7.60	8.25	8.45	8.95
May 1/84	7.05	7.80	8.45	8.65	9.15

6. sub Article 15.3 (6) - Overtime and Hours of Work- will be amended to read as follows:-

"Effective on the month following ratification, regular employees assigned on scheduled shifts ending at 12 midnight and not earlier than 9.00 p.m. shall be paid a shift premium of 40¢ per hour for those hours worked after 5.00 p.m."

Sub Article 15.4 will be amended to read as follows:-

"Cushioning to and from the Road Call shall be paid as follows:-  
Effective on the first day of the month following ratification

	- 13¢ per mile
November 1, 1983	- 14¢ per mile
May 1, 1984	- 15¢ per mile

sub Article 15.6 - Cost of Living Adjustment - will be amended to read as follows:-

"The wage rates outlined in Article 15.1 shall be adjusted upward on May 1, 1984 based on the percentage increase in the Consumer Price Index as released by Statistics Canada as follows:-

- a) The first adjustment of 75% of any increase in the Cost of Living in excess of 10% and not more than 13% shall be applied on the wage rates as shown in Article 15.1 on May 1, 1984. The percentage amount of the 12 month period shall be determined from the 1983 year Consumer Price Index 1981 base of

*EFFECTIVE NOV. ONE 1983*

7. Article 16 - Smocks and Overalls - Sub Article 16.2 (New), will provide:-

"The Company will pay a yearly boot allowance and tool insurance allowance of \$125.00 to each employee under the Classification Mechanics 'A', 'B' and 'C'.

*ACED*  
*[Handwritten signatures]*

8. Article 21 - Duration of Agreement - will be amended to read as follows:-  
"Two year Agreement effective November 1, 1982 to October 31, 1984".

EXECUTED in the City of Winnipeg, Manitoba, this 19<sup>th</sup> day of April, 1983.

*Handwritten initials and scribbles, including "A.C." and "R.D." and a large signature.*

FOR: CANADIAN BROTHERHOOD OF  
RAILWAY, TRANSPORT AND  
GENERAL WORKERS

FOR: GREY GOOSE BUS LINES LTD.

*Handwritten signature of A. Cerilli*  
\_\_\_\_\_  
A. Cerilli

*Handwritten signature of B.M. Thiessen*  
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B.M. Thiessen

*Handwritten signature of R. Dayman*  
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R. Dayman

*Handwritten signature of A. Giesbrecht*  
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A. Giesbrecht

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